1	EDMUND G. BROWN JR., Attorney General of the State of California	
2	ARTHUR D. TAGGART Supervising Deputy Attorney General	
3	JESSICA M. AMGWERD, State Bar No. 155757 Deputy Attorney General	
4	1300 I Street, Suite 125 P.O. Box 944255	
5	Sacramento, CA 94244-2550 Telephone: (916) 324-5393	
6	Facsimile: (916) 324-5567	
7	Attorneys for Complainant	
8	BEFORE THE BOARD OF REGISTERED NURSING	
9	DEPARTMENT OF CONSUMER AFFAIRS	
10	STATE OF CALIFORNIA	
11	In the Matter of the Accusation and Petition to	Case No. 2008 - 190
12	Revoke Probation Against:	
13	VERLA RENAY CLARK 25562 Whitworth Drive	ACCUSATION AND PETITION TO REVOKE PROBATION
14	Madera, California 93638	
15	Registered Nurse License No. 385074	
16	Respondent.	
17	Ruth Ann Terry, M.P.H., R.N. ("Complainant") alleges:	
18	<u>PARTIES</u>	
19	1. Complainant brings this Accusation solely in her official capacity as the	
20	Executive Officer of the Board of Registered Nursing, Department of Consumer Affairs.	
21	Registered Nurse License	
22	2. On or about March 31, 1985, the Board of Registered Nursing issued	
23	Registered Nurse License Number 385074 to Verla Renay Clark ("Respondent"). The registered	
24	nurse license will expire on October 31, 2008, unless renewed.	
25	Prior Discipline	
26	3. Effective January 22, 2007, pursuant to the Decision and Order in	
27	Accusation No. 2005-159, the Board of Registered Nursing revoked Respondent's Registered	
28	Nurse License No. 385074. However, the revocation	n was stayed and Respondent's license was

placed on probation for a period of five (5) years with conditions. A copy of the Decision and Order is attached as **Exhibit A** and is incorporated herein by reference.

JURISDICTION

- 4. Section 2750 of the Business and Professions Code ("Code") provides, in pertinent part, that the Board may discipline any licensee, including a licensee holding a temporary or an inactive license, for any reason provided in Article 3 (commencing with Code section 2750) of the Nursing Practice Act.
- 5. Section 2764 of the Code provides, in pertinent part, that the expiration of a license shall not deprive the Board of jurisdiction to proceed with a disciplinary proceeding against the licensee or to render a decision imposing discipline on the license. Under Code section 2811, subdivision (b), the Board may renew an expired license at any time within eight years after the expiration.
- 6. Code section 118, subdivision (b), provides, in pertinent part, that the expiration of a license shall not deprive the Board of jurisdiction to proceed with a disciplinary action during the period within which the license may be renewed, restored, reissued or reinstated.

STATUTORY PROVISIONS

7. Code section 2761 states, in pertinent part:

The board may take disciplinary action against a certified or licensed nurse or deny an application for a certificate or license for any of the following:

- (a) Unprofessional conduct . . .,
- (f) Conviction of a felony or of any offense substantially related to the qualifications, functions, and duties of a registered nurse, in which event the record of the conviction shall be conclusive evidence thereof.
 - 8. Code section 2762 states, in pertinent part:

In addition to other acts constituting unprofessional conduct within the meaning of this chapter [the Nursing Practice Act], it is unprofessional conduct for a person licensed under this chapter to do any of the following:

(b) Use any controlled substance as defined in Division 10 (commencing with Section 11000) of the Health and Safety Code, or any dangerous drug or dangerous device as defined in Section 4022, or alcoholic beverages, to an extent

or in a manner dangerous or injurious to himself or herself, any other person, or the public or to the extent that such use impairs his or her ability to conduct with safety to the public the practice authorized by his or her license.

(c) Be convicted of a criminal offense involving the prescription, consumption, or self-administration of any of the substances described in subdivisions (a) and (b) of this section, or the possession of, or falsification of a record pertaining to, the substances described in subdivision (a) of this section, in which event the record of the conviction is conclusive evidence thereof.

COST RECOVERY

9. Code section 125.3 provides, in pertinent part, that the Board may request the administrative law judge to direct a licentiate found to have committed a violation or violations of the licensing act to pay a sum not to exceed the reasonable costs of the investigation and enforcement of the case.

ACCUSATION

FIRST CAUSE FOR DISCIPLINE

(Criminal Conviction)

10. Respondent is subject to disciplinary action under Code sections 2761, subdivision (f), in that on March 21, 2007, in the Superior Court, County of Madera, Chowchilla Division, California, in the matter entitled *People of the State of California vs. Verla Renay Clark* (Sup. Ct. 2007, Case No. CCR017125), Respondent was convicted on her plea of no contest of violating Vehicle Code section 23152, subdivision (a) (driving under the influence of alcohol and/or drugs), misdemeanor. The circumstances of the crime are that on September 27, 2006, Respondent was arrested for driving a vehicle while under the influence of alcohol and/or drugs or their combined influence. Such conduct is substantially related to the qualifications, functions, and duties of a licensed registered nurse.

SECOND CAUSE FOR DISCIPLINE

(Criminal Conviction Involving Alcohol)

11. Respondent is subject to disciplinary action under Code sections 2761, subdivision (a), on the grounds of unprofessional conduct, as defined in Code section 2762, subdivision (c), in that on March 21, 2007, Respondent was convicted of a crime involving alcohol, as more particularly set forth in paragraph 10, above.

THIRD CAUSE FOR DISCIPLINE

(Use Alcoholic Beverages to an Extent or in a Manner Dangerous or Injurious)

12. Respondent is subject to discipline under Code section 2761, subdivision (a) on the grounds of unprofessional conduct as defined in Code section 2762, subdivision (b), in that on or about September 27, 2006, Respondent used alcoholic beverages to an extent, or in a manner dangerous or injurious to herself or others, as more particularly set forth in paragraph 10, above.

PETITION TO REVOKE PROBATION

13. Grounds exist for revoking the probation and reimposing the order of revocation of Respondent's Registered Nurse License No. 385074. Condition 11 of the Stipulated Settlement and Disciplinary Order states, in pertinent part:

If Respondent violates that conditions of her probation, the Board after giving the Respondent notice and an opportunity to be heard, may set aside the stay order and impose the stayed discipline (revocation/suspension) of the Respondent's license.

If during the period of probation, an accusation or petition to revoke probation has been filed against Respondent's license or the Attorney General's Office has been requested to prepare an accusation or petition to revoke probation against Respondent's license, the probationary period shall automatically be extended and shall not expire until the accusation or petition has been acted upon by the Board.

14. Respondent has violated the Probation Program, as set forth in the following paragraphs:

FIRST CAUSE TO REVOKE PROBATION

(Failure to Obey all Laws)

- 15. At all times after the effective date of Respondent's probation, Condition
- 1, stated:

1. Obey All Laws. Respondent shall obey all federal, state, and local laws. A full and detailed account of any and al violations of law shall be reported by Respondent to the Board in writing within seventy-two (72) hours of occurrence. To permit monitoring of compliance with this term, Respondent shall submit completed fingerprint cards and fingerprint fees within 45 days of the effective date of the decision, unless previously submitted as part of the licensure application process.

///

PRAYER

WHEREFORE, Complainant requests that a hearing be held on the matters herein alleged, and that following the hearing, the Board of Registered Nursing issue a decision:

- 1. Revoking the probation that was granted by the Board of Registered Nursing in Case No. 2005-159 and imposing the disciplinary order that was stayed thereby revoking Registered Nurse License No. 385074, issued to Verla Renay Clark; and,
 - 2. Taking such other and further action as deemed necessary and proper.

DATED: 3/24108

RUTH ANN TERRY, M.P.H., R.N.

Executive Officer

Board of Registered Nursing Department of Consumer Affairs

State of California

Complainant

03579110-SA2007101893 10403054_3.wpd pms (11/15/06)

Exhibit A Decision and Order Board of Registered Nursing Case No. 2005-159

BEFORE THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA

In the Matter of the Accusation Against:

VERLA RENAY CLARK 25562 Whitworth Drive Madera, CA 93638

Registered Nurse License No. 385074
Respondent

Case No. 2005-159

DECISION AND ORDER

The attached Stipulated Settlement and Disciplinary Order is hereby adopted by the Board of Registered Nursing, Department of Consumer Affairs, as it's Decision in the above entitled matter.

This Decision shall become effective on January 22, 2007.

IT IS SO ORDERED December 22, 2006.

President

Board of Registered Nursing Department of Consumer Affairs

State of California

	BILL LOCKYER, Attorney General of the State of California JANA L. TUTON, State Bar No. 78206 Deputy Attorney General California Department of Justice 1300 I Street, Suite 125 P.O. Box 944255 Sacramento, CA 94244-2550 Telephone: (916) 324-5342 Facsimile: (916) 327-8643 Attorneys for Complainant		
9	BEFORE THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA		
11	In the Matter of the Accusation Against:	Case No. 2005-159	
12	VERLA RENAY CLARK	OAH No. 2006070025	
13	25562 Whitworth Drive Madera, CA 93638	STIPULATED SETTLEMENT AND	
14	Registered Nurse License No. 385074	DISCIPLINARY ORDER	
15	Respondent.		
16			
17	IT IS HEREBY STIPULATED AND AGREED by and between the parties to the		
18	above-entitled proceedings that the following matters are true: PARTIES		
19 20			
21	1. Ruth Ann Terry, M.P.H., R.N. (Complainant) is the Executive-Officer-of-		
22	the Board of Registered Nursing. She brought this action solely in her official capacity and in		
23	represented in this matter by Bill Lockyer, Attorney General of the State of California by Jana I		
24	Tuton, Deputy Attorney General.		
25	2. Respondent Verla Renay Clark (Respondent) is representing herself in this		
26	proceeding and has chosen not to exercise her right to be represented by counsel.		
27	3. On or about March 31, 1985, the Board of Registered Nursing issued		
	Registered Nurse License No. 385074 to Verla Renay Clark (Respondent). The license is		
	currently in full force and effect, and will expire on Oc	tober 31, 2006, unless renewed.	
11			

4 5

6

7

8

9

10 11

12

13

14

15

16

17 18

19

20

21

22 23

24

25 26

27

28

CONTINGENCY

- This stipulation shall be subject to approval by the Board of Registered 11. Nursing. Respondent understands and agrees that counsel for Complainant and the staff of the Board of Registered Nursing may communicate directly with the Board regarding this stipulation and settlement, without notice to or participation by Respondent. By signing the stipulation, Respondent understands and agrees that she may not withdraw her agreement or seek to rescind the stipulation prior to the time the Board considers and acts upon it. If the Board fails to adopt this stipulation as its Decision and Order, the Stipulated Settlement and Disciplinary Order shall be of no force or effect, except for this paragraph, it shall be inadmissible in any legal action between the parties, and the Board shall not be disqualified from further action by having considered this matter.
- The parties understand and agree that facsimile copies of this Stipulated 12. Settlement and Disciplinary Order, including facsimile signatures thereto, shall have the same force and effect as the originals.
- In consideration of the foregoing admissions and stipulations, the parties 13. agree that the Board may, without further notice or formal proceeding, issue and enter the following Disciplinary Order:

DISCIPLINARY ORDER

IT IS HEREBY ORDERED that Registered Nurse License No. 385074 issued to Respondent Verla Renay Clark (Respondent) is revoked. However, the revocation is stayed and Respondent is placed on probation for five (5) years on the following terms and conditions.

Severability Clause. Each condition of probation contained herein is a separate and distinct condition. If any condition of this Order, or any application thereof, is declared unenforceable in whole, in part, or to any extent, the remainder of this Order, and all other applications thereof, shall not be affected. Each condition of this Order shall separately be valid and enforceable to the fullest extent permitted by law.

1. Obey All Laws. Respondent shall obey all federal, state and local laws. A full and detailed account of any and all violations of law shall be reported by Respondent to the Board in writing within seventy-two (72) hours of occurrence. To permit monitoring of compliance with this condition, Respondent shall submit completed fingerprint forms and fingerprint fees within 45 days of the effective date of the decision, unless previously submitted as part of the licensure application process.

Criminal Court Orders: If Respondent is under criminal court orders, including probation or parole, and the order is violated, this shall be deemed a violation of these probation conditions, and may result in the filing of an accusation and/or petition to revoke probation.

2. Comply with the Board's Probation Program. Respondent shall fully comply with the conditions of the Probation Program established by the Board and cooperate with representatives of the Board in its monitoring and investigation of the Respondent's compliance with the Board's Probation Program. Respondent shall inform the Board in writing within no more than 15 days of any address change and shall at all times maintain an active, current license status with the Board, including during any period of suspension.

Upon successful completion of probation, Respondent's license shall be fully restored.

- 3. Report in Person. Respondent, during the period of probation, shall appear in person at interviews/meetings as directed by the Board or its designated representatives.
- 4. Residency, Practice, or Licensure Outside of State. Periods of residency or practice as a registered nurse outside of California shall not apply toward a reduction of this probation time period. Respondent's probation is tolled, if and when she resides outside of California. Respondent must provide written notice to the Board within 15 days of any change of residency or practice outside the state, and within 30 days prior to re-establishing residency or returning to practice in this state.

Respondent shall provide a list of all states and territories where she has ever been licensed as a registered nurse, vocational nurse, or practical nurse. Respondent shall further

26

27

28

1

2

3

provide information regarding the status of each license and any changes in such license status during the term of probation. Respondent shall inform the Board if she applies for or obtains a new nursing license during the term of probation.

Submit Written Reports. Respondent, during the period of probation, 5. shall submit or cause to be submitted such written reports/declarations and verification of actions under penalty of perjury, as required by the Board. These reports/declarations shall contain statements relative to Respondent's compliance with all the conditions of the Board's Probation Program. Respondent shall immediately execute all release of information forms as may be required by the Board or its representatives.

Respondent shall provide a copy of this Decision to the nursing regulatory agency in every state and territory in which she has a registered nurse license.

Function as a Registered Nurse. Respondent, during the period of 6. probation, shall engage in the practice of registered nursing in California for a minimum of 24 hours per week for 6 consecutive months or as determined by the Board.

For purposes of compliance with the section, "engage in the practice of registered nursing" may include, when approved by the Board, volunteer work as a registered nurse, or work in any non-direct patient care position that requires licensure as a registered nurse.

The Board may require that advanced practice nurses engage in advanced practice nursing for a minimum of 24 hours per week for 6 consecutive months or as determined by the

If Respondent has not complied with this condition during the probationary term, and Respondent has presented sufficient documentation of her good faith efforts to comply with this condition, and if no other conditions have been violated, the Board, in its discretion, may grant an extension of Respondent's probation period up to one year without further hearing in order to comply with this condition. During the one year extension, all original conditions of probation shall apply.

7. Employment Approval and Reporting Requirements. Respondent shall obtain prior approval from the Board before commencing or continuing any employment,

paid or voluntary, as a registered nurse. Respondent shall cause to be submitted to the Board all performance evaluations and other employment related reports as a registered nurse upon request of the Board.

Respondent shall provide a copy of this Decision to her employer and immediate supervisors prior to commencement of any nursing or other health care related employment.

In addition to the above, Respondent shall notify the Board in writing within seventy-two (72) hours after she obtains any nursing or other health care related employment. Respondent shall notify the Board in writing within seventy-two (72) hours after she is terminated or separated, regardless of cause, from any nursing, or other health care related employment with a full explanation of the circumstances surrounding the termination or separation.

8. Supervision. Respondent shall obtain prior approval from the Board regarding Respondent's level of supervision and/or collaboration before commencing or continuing any employment as a registered nurse, or education and training that includes patient care.

Respondent shall practice only under the direct supervision of a registered nurse in good standing (no current discipline) with the Board of Registered Nursing, unless alternative methods of supervision and/or collaboration (e.g., with an advanced practice nurse or physician) are approved.

Respondent's level of supervision and/or collaboration may include, but is not limited to the following:

- (a) Maximum The individual providing supervision and/or collaboration is present in the patient care area or in any other work setting at all times.
- (b) Moderate The individual providing supervision and/or collaboration is in the patient care unit or in any other work setting at least half the hours Respondent works.
- (c) Minimum The individual providing supervision and/or collaboration has person-to-person communication with Respondent at least twice during each shift worked.

- (d) Home Health Care If Respondent is approved to work in the home health care setting, the individual providing supervision and/or collaboration shall have person-to-person communication with Respondent as required by the Board each work day. Respondent shall maintain telephone or other telecommunication contact with the individual providing supervision and/or collaboration as required by the Board during each work day. The individual providing supervision and/or collaboration shall conduct, as required by the Board, periodic, on-site visits to patients' homes visited by Respondent with or without Respondent present.
- 9. **Employment Limitations.** Respondent shall not work for a nurse's registry, in any private duty position as a registered nurse, a temporary nurse placement agency, a traveling nurse, or for an in-house nursing pool.

Respondent shall not work for a licensed home health agency as a visiting nurse unless the registered nursing supervision and other protections for home visits have been approved by the Board. Respondent shall not work in any other registered nursing occupation where home visits are required.

Respondent shall not work in any health care setting as a supervisor of registered nurses. The Board may additionally restrict Respondent from supervising licensed vocational nurses and/or unlicensed assistive personnel on a case-by-case basis.

Respondent shall not work as a faculty member in an approved school of nursing or as an instructor in a Board approved continuing education program.

Respondent shall work only on a regularly assigned, identified and predetermined worksite(s) and shall not work in a float capacity.

If Respondent is working or intends to work in excess of 40 hours per week, the Board may request documentation to determine whether there should be restrictions on the hours of work.

10. Complete a Nursing Course(s). Respondent, at her own expense, shall enroll and successfully complete a course(s) relevant to the practice of registered nursing no later than six months prior to the end of her probationary term.

///

Respondent shall obtain prior approval from the Board before enrolling in the course(s). Respondent shall submit to the Board the original transcripts or certificates of completion for the above required course(s). The Board shall return the original documents to Respondent after photocopying them for its records.

11. Violation of Probation. If Respondent violates the conditions of her probation, the Board after giving Respondent notice and an opportunity to be heard, may set aside the stay order and impose the stayed discipline (revocation/suspension) of Respondent's license.

If during the period of probation, an accusation or petition to revoke probation has been filed against Respondent's license or the Attorney General's Office has been requested to prepare an accusation or petition to revoke probation against Respondent's license, the probationary period shall automatically be extended and shall not expire until the accusation or petition has been acted upon by the Board.

12. License Surrender. During Respondent's term of probation, if she ceases practicing due to retirement, health reasons or is otherwise unable to satisfy the conditions of probation, Respondent may surrender her license to the Board. The Board reserves the right to evaluate Respondent's request and to exercise its discretion whether to grant the request, or to take any other action deemed appropriate and reasonable under the circumstances, without further hearing. Upon formal acceptance of the tendered license and wall certificate, Respondent will no longer be subject to the conditions of probation.

Surrender of Respondent's license shall be considered a disciplinary action and shall become a part of Respondent's license history with the Board. A registered nurse whose license has been surrendered may petition the Board for reinstatement no sooner than the following minimum periods from the effective date of the disciplinary decision:

- (1) Two years for reinstatement of a license that was surrendered for any reason other than a mental or physical illness; or
 - (2) One year for a license surrendered for a mental or physical illness.

Decision, Respondent, at her expense, shall have a licensed physician, nurse practitioner, or physician assistant, who is approved by the Board before the assessment is performed, submit an assessment of the Respondent's physical condition and capability to perform the duties of a registered nurse. Such an assessment shall be submitted in a format acceptable to the Board. If medically determined, a recommended treatment program will be instituted and followed by the Respondent with the physician, nurse practitioner, or physician assistant providing written reports to the Board on forms provided by the Board.

If Respondent is determined to be unable to practice safely as a registered nurse, the licensed physician, nurse practitioner, or physician assistant making this determination shall immediately notify the Board and Respondent by telephone, and the Board shall request that the Attorney General's office prepare an accusation or petition to revoke probation. Respondent shall immediately cease practice and shall not resume practice until notified by the Board. During this period of suspension, Respondent shall not engage in any practice for which a license issued by the Board is required until the Board has notified Respondent that a medical determination permits Respondent to resume practice. This period of suspension will not apply to the reduction of this probationary time period.

If Respondent fails to have the above assessment submitted to the Board within the 45-day requirement, Respondent shall immediately cease practice and shall not resume practice until notified by the Board. This period of suspension will not apply to the reduction of this probationary time period. The Board may waive or postpone this suspension only if significant, documented evidence of mitigation is provided. Such evidence must establish good faith efforts by Respondent to obtain the assessment, and a specific date for compliance must be provided. Only one such waiver or extension may be permitted.

ACCEPTANCE I have carefully read the Stipulated Settlement and Disciplinary Order. I understand the stipulation and the effect it will have on my Registered Nurse License. I enter into this Stipulated Settlement and Disciplinary Order voluntarily, knowingly, and intelligently, and agree to be bound by the Decision and Order of the Board of Registered Nursing. Respondent **ENDORSEMENT** The foregoing Stipulated Settlement and Disciplinary Order is hereby respectfully submitted for consideration by the Board of Registered Nursing of the Department of Consumer Affairs. BILL LOCKYER, Attorney General of the State of California Deputy Attorney General Attorneys for Complainant DOJ Matter ID: SA2004103710 10272560.wpd

Exhibit A
No. 2005-159

	BILL LOCKYER, Attorney General		
	2 JANA L. TUTON, State Bar No. 78206		
	3 California Department of Justice		
	1300 I Street, Suite 125 4 P.O. Box 944255		
	Sacramento, CA 94244-2550 Telephone: (916) 324-5342		
	Facsimile: (916) 327-8643		
	Attorneys for Complainant		
	8 BERON		
	BEFURE THE		
	DEPARTMENT OF CONSUMER AFFAIRS		
1			
1	Case No. 2005-159		
1:	VERLA RENAY CLARK 5474 North 7th Street ACCUSATION		
13			
14			
15	Respondent.		
16	Complainant alleges:		
17	PARTIES		
18	1. Ruth Ann Terry, M.P.H., R.N. ("Complainant") brings this Accusation		
19	solely in her official capacity as the Executive Officer of the Board of Registered Nursing,		
20	Department of Consumer Affairs.		
21			
22	"Board")		
23	issued Registered Nurse License Number 385074 to Verla Renay Clark ("Respondent").		
24	Respondent's license will expire on October 31, 2006, unless renewed.		
25	STATUTORY PROVISIONS		
26	3. Section 2750 of the Business and Professions Code ("Code") provides		
27	that the Board may discipline any licensee, including a licensee holding a temporary or an		
	inactive license, for any reason provided in Article 3 (commencing with section 2750 of the		
28	Code) of the Nursing Practice Act (Bus. & Prof. Code, § 2700 et seq.).		
FI			

SECOND CAUSE FOR DISCIPLINE

(False, or Grossly Incorrect, Grossly Inconsistent, or

Unintelligible Record Entries)

sections 2761, subdivision (a), and 2762, subdivision (e) of the Code, in that Respondent made false, grossly incorrect, grossly inconsistent, or unintelligible record entries pertaining to Lasix. Specifically, on or about December 5, 2002, at approximately 1337 hours, while on-duty as a licensed registered nurse at Kaiser Permanente Medical Center located in Fresno, California, and without a prescription or a physician's order to do so, Respondent wrongfully obtained two 40mg. doses of Lasix and administered that substance to Patient #10198938. Thereafter, Respondent failed to document the administration of Lasix to the patient on the patient's medication administration record, or to otherwise account for the disposition of that substance.

THIRD CAUSE FOR DISCIPLINE

(Unprofessional Conduct)

14. Respondent's registered nursing license is subject to discipline under section 2761, subdivision (a) of the Code for acts of unprofessional conduct, as more particularly set forth under paragraphs 12 and 13 above.

///

19 | ///

1

2

3

4

5

6

7

8

10

11

12

13

14

15

16

17

18

.

20 ///

21 | ///

22 ///

23 ///

24 ///

25 ///

26 ///

27 ///

28 ///

PRAYER

WHEREFORE, Complainant requests that a hearing be held on the matters herein alleged, and that following the hearing the Board issue a decision:

- 1. Revoking or suspending Registered Nurse License Number 385074 issued to Verla Renay Clark;
- 2. Ordering Verla Renay Clark to pay the reasonable costs incurred by the Board in the investigation and enforcement of this case pursuant to section 125.3 of the Code; and,
 - 3. Taking such other and further action as deemed necessary and proper.

DATED: 2/28 105

RUTH ANN TERRY, M.P.H., R.N

Executive Officer

Board of Registered Nursing Department of Consumer Affairs

State of California

Complainant

03579110-SA2004103710 VerlaRenayClark.Acc.wpd rit 12/1/04